



Climate Assessments



Overview

- Define climate assessment
- Define the purpose of a climate assessment
- Identify the conditions which assessment is conducted
- Identify the indicators of an unhealthy EO climate
- Explain the principles of leaders and EOR's



Purpose of Climate Assessment

To provide the leadership a “picture” of a unit as it is perceived by members of the organization as it relates to race, gender, color, religion, national origin, and sexual harassment.



Key Elements

- Desired outcome
- Scope and sequence of events
- Resources and time
- Action planning and intervention strategy
- Condition under which the assessment is conducted



Principles

- Be capable and competent
- Act on problems
- Don't only focus on what is perceived as visible
- Treat perceptions as having real consequences
- Treat all EO problems with the same degree of sensitivity and sincerity



Principles

- Know the impact of what is said, seen, or heard
- Be accessible to everyone
- Not all complaints can be substantiated
- Be aware of the environment of the unit
- Follow-up on allegations of discrimination
- Seek assistance from the EOA



Summary

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